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ABSTRACT

This study presents data from the 1979 Income Survey Development Program (ISDP) on lifetime work interruptions and examines the relationship between work interruptions and earnings. Descriptive data showing the extent to which men and women have experienced work interruptions are presented, followed by an analysis of the impact of work interruptions on earnings. The tables in the report show the proportion of persons with work interruptions and the proportion of potential work years spent away from work for the reasons surveyed. Work interruptions were reported by sex; by race and Spanish origin; by years of school completed; by occupation; and by life-cycle status. The data were gathered by a panel survey of approximately 9,000 households that were visited at three-month intervals over a period of a year and a half beginning in February, 1979. The data were then inflated to represent the civilian noninstitutional population of the United States and members of the armed forces living off post or with their families on post. The data presented cover persons 21 to 64 years of age who ever worked. (The study concludes that work interruptions explain only a small proportion of the earnings differential between men and women.) (KC)

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Lifetime Work Experience and Its Effect on Earnings:

Retrospective Data From the 1979 Income Survey Development Program

by Joseph J. Salvo and
John M. McNeil

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Lifetime Work Experience and Its Effect on Earnings: Retrospective Data From the 1979 Income Survey Development Program

INTRODUCTION

The extent to which persons remain attached to the labor force over the course of their working-age years has important economic and social implications. Differences in labor force attachment between men and women has been cited as one major reason why women earn less than men. This study presents data from the 1979 Income Survey Development Program (ISDP) on lifetime work interruptions and examines the relationship between work interruptions and earnings. Descriptive data showing the extent to which men and women have experienced work interruptions are presented, followed by an analysis of the impact of work interruptions on earnings. The study concludes that work interruptions explain only a small proportion of the earnings differential between men and women.

The 1979 ISDP was a panel survey of approximately 9,000 households that were visited at 3-month intervals over a period of a year and a half beginning in February 1979. The survey, part of the development stage of the new income survey called the Survey of Income and Program Participation (SIPP), was a joint effort of the U.S. Department of Health and Human Services and the U.S. Bureau of the Census. The third-wave questionnaire contained a section on personal history and within that section were questions on lifetime work interruptions. The questions (reproduced in app. C) asked whether the person had ever been away from work for 6 months or longer for each of three reasons: (1) because he or she was not able to find work, (2) because he or she was taking care of home or family, and (3) because he or she was ill or disabled. Beginning and ending dates were recorded for each interruption. A maximum of four interruption periods were identified for each of the three possible reasons for interrupting.

The tables in this report show the proportion of persons with work interruptions and the proportion of potential work years spent away from work for the reasons surveyed. The data presented in this report have been inflated to represent the civilian noninstitutional population of the United States and those members of the Armed Forces living off post or with their families on post. The data presented cover persons 21 to 64 years of age who ever worked. For explanations and definitions of terms, see appendix A.

WORK INTERRUPTIONS

By Sex

There were very large differences between the sexes in lifetime work attachment patterns. Tables A and B show that approximately 26 percent of males had experienced a work interruption of 6 months or more compared to about 72 percent of females. The mean proportion of potential work years spent away from work was about 3 percent for males and about 31 percent for females.

The disparity in work interruptions between the sexes is primarily the result of the frequency with which women experience familial interruptions. Approximately two-thirds of the women in the universe had familial interruptions compared to less than 2 percent of the men. The effect of this difference on lifetime work experience is heightened by the fact that interruptions for familial reasons tend to be of greater duration than interruptions for other reasons. (See table C.)

There was a small difference between men and women in the proportion who had experienced interruptions due to an inability to find work, approximately 17 percent for men compared to about 14 percent for women. There was not a statistically significant difference in the proportions with disability interruptions.

By Race and Spanish Origin

Black women showed a stronger lifetime attachment to the labor force than did White women. This result held true even though Black women were more likely than White women to have experienced interruptions due to disability or illness or an inability to find work. The reason for the stronger attachment of Black women was due to their relatively low rate of interruption for familial reasons; approximately 44 percent of Black women had one or more familial interruptions compared to about 67 percent of White women. The mean proportion of potential work years spent away from work was about 18 percent for Black women and about 33 percent for White women. A plausible reason for the greater labor force attachment of Black women would seem to be that they have less of an economic option than White women to interrupt work for lengthy periods of time.

Spanish-origin women had overall rates of labor force attachment similar to those of White women. The proportion of Spanish-origin women with one or more interruptions was 75 percent and Spanish-origin women had spent about 28 percent of their potential work years away from work. The comparable figures for White women were not statistically different. There was a marked difference between the two groups in the rate at which they had experienced interruptions due to inability to find work; about 24 percent of women of Spanish origin had experienced such interruptions compared to about 12 percent of White women.

Compared to Black women, women of Spanish origin spent a greater proportion of their potential work years away from work. The gap is the result of a very notable disparity in the proportion who had experienced one or more familial interruptions, about 62 percent for Spanish-origin women compared to about 44 percent for Black women.

Black men had a higher overall interruption rate than White men and spent a higher proportion of their potential work years away from work. The percent with interruptions caused by an inability to find work was about 15 percent among White men and 35 percent among Black men. Overall, Black men spent about 7 percent of their potential work years away from work compared to about 3 percent for White men. The proportion of time spent away from work by Spanish-origin men was not statistically different than the figure for White men.

By Years of School Completed

Education has long been viewed as an important determinant of labor force attachment. The data confirm that, for both men and women, higher levels of education are associated with fewer work interruptions.

Among both men and women, the proportion of persons experiencing work interruptions due to inability to find work decreased with increasing education. The proportion of men who experienced such interruptions ranged from approximately 25 percent among those who did not graduate from high school to about 8 percent among college graduates. A similar pattern was evident for women.

The picture for interruptions due to disability was largely the same. Among both men and women, those with less than a high school education were much more likely to have had an interruption than were college graduates. About one-fifth of the former experienced an interruption compared to 2.5 percent of the latter. Among women, the data indicate the existence of a relationship between level of education and likelihood of having had an interruption for familial reasons, but the key distinction lies between those who have and those who have not graduated from college. Approximately two-thirds of women with less than a college education had interruptions for familial reasons compared to about half of those who graduated from college. On average, women college graduates spent about 24 percent of their potential work years away from work compared to 34 percent for those with less than 12 years of schooling. Apparently, the high level of labor force commitment necessary to deter familial interruptions is more salient among college graduates. In general, the relationships observed between work interruptions and education for all ages held up within the individual age groups. For example, among men 21 to 29 years of age, the proportion who had experienced interruptions due to their inability to find work ranged from 35.5 percent among those who had not completed high school to 5.5 percent among college graduates.

Among women, the relationships among age, education, and familial work interruptions are somewhat complex. For the youngest age group, the proportion who experienced familial interruptions is inversely related to education. This result reflects the choice of women with greater amounts of schooling to postpone childbearing. Among women in the 45- to 64-year age group, women who did not finish high school were less likely to have experienced familial interruptions than were those women who were high school graduates. A plausible explanation for this result is that women with less than a high school education have less of an economic option to interrupt than do women with a high school education.

By Occupation

Because of the relationship noted above between years of schooling and work interruptions, it would be expected that women in occupations with relatively high educational requirements would have fewer lifetime work interruptions than women in other occupations. There is evidence that such is the case. Among women in white-collar occupations, those who were professional, technical, or kindred workers were somewhat less likely to have interrupted work for familial reasons than were those who were sales or clerical workers.

It should be noted that decisions regarding years of schooling, occupation, and familial interruptions are not independent. Women who expect to be out of the labor force for significant periods of time during their working-age years are likely to make different decisions regarding schooling and occupation than women who expect to minimize labor force interruptions.

For each of the occupation groups, women were much more likely than men to have experienced work interruptions and women spent a far greater proportion of their potential work years away from work. For example, among professional, technical, and managerial workers, the overall interruption rate was 14.7 percent for men and 61 percent for women. Among the same group, men had spent approximately 2 percent of their potential work years away from work while the comparable figure for women was about 24 percent.

By Life-Cycle Status

Tables A and B present interruption data by life-cycle status. The variables chosen to describe life-cycle status included age and whether the person was ever married. Women under 45 years of age were further classified by whether they had children living in the household. The latter variable is not the preferred variable for measuring the impact of childbearing on work patterns, but information on children ever born was not available for this study.

There was an association between age and interruption history for both men and women. Approximately 53 percent of the women under 30 years had one or more work interruptions compared to about 80 percent of the women 30 years and over. The overall relationship was due to the positive association of both familial- and disability-related interruptions with age. Approximately 43 percent of women under 30 years had interruptions for familial reasons compared to about 73 percent of women 30 years and over. The proportion of women with interruptions due to disability was 3.5 percent among women under 30 years, 6.6 percent among women 30 to 44 years, and 16.1 percent among women 45 to 64 years.

The positive association between age and disability-related interruptions was also evident in the data for men. The proportion with one or more interruptions due to disability was 3.4 percent among men 21 to 29 years, 8.5 percent among men 30 to 44 years, and 18.2 percent among men 45 to 64 years.

The data in table B indicate that both marriage and child-

bearing have prominent effects on the work history patterns of women. Within each age group, ever-married women had spent a much larger proportion of time away from work than never-married women, and women with children had generally spent a larger proportion of their time away from work than women with no children.

Within the 21- to 29-year and 30- to 44-year age groups, women who never married and who had no children had stronger lifetime work attachments than other women. Among women 21 to 29 years of age, the overall rate of interruption ranged from about 21 percent for never-married women with no children to about 81 percent for ever-married women with children. The former group of women had spent only about 6 percent of their potential work years away from work compared to about 34 percent for the latter group. Among women 30 to 44 years of age, the interruption rate ranged from about 33 percent for never-married women without children to about 85 percent for ever-married women with children.

WORK INTERRUPTIONS AND EARNINGS DIFFERENTIALS

A major reason for the interest in data on lifetime work experience is the desire to use such data in the analysis of male-female earnings differentials. The tenets of human capital research have traditionally stressed the importance of work experience patterns as a determinant of earnings. The descriptive data presented in the first part of this report confirm that the lifetime labor force attachment of women is weaker than that of men. Because of interruptions for familial reasons, women have a much higher overall rate of work interruptions than men and they spend a much higher proportion of their potential work years out of the labor force. Such findings have led at least some social scientists to posit that traditional familial responsibilities are one major reason why women earn less than men. This section will describe selected studies of the relationship between work interruptions and earnings and will present an analysis based on the 1979 ISDP data.

Previous Research

A major constraint in early efforts to examine the relationship between experience and earnings was the lack of data on lifetime work experience. More recently, however, a number of studies have been published which exploit the important data which has been made available from the National Longitudinal Surveys of Labor Market Experience (NLS) and the Michigan Panel Survey of Income Dynamics (PSID).

Suter and Miller (1973) were among the first to analyze the retrospective work history data from the NLS. They studied a cohort of women who were 30 to 44 years of age in 1967. Work experience was based on a question which asked about the total number of years in which the person had worked at least 6 months. Suter and Miller concluded that there was a close association between earnings and length of work experience among this cohort of women.

Mincer and Polachek (1974) extended the analysis of the NLS retrospective data. They specified two reasons why discontinuous work history patterns might lead to lower earnings. First, interruptions in market work lead to lower levels of accumulated human capital. Second, interruptions cause a depreciation in existing human capital. That is, time spent away from market work has a cost beyond the effect of foregone experience. In their analysis, Mincer and Polachek found that the amount of time spent at home had a negative impact on earnings even when experience was also included in the earnings equation. They concluded from their analysis that a depreciation effect does, in fact, exist.

This finding was challenged by Sandell and Shapiro (1978) on the grounds that the NLS data used by Mincer and Polachek were subject to various coding errors. They replicated certain of the Mincer-Polachek research using a corrected NLS file and concluded that the original study had overestimated the depreciation effect.

Corcoran (1979) conducted an analysis of the effect of experience and interruptions on earnings using retrospective data from the PSID. One of the major advantages of the PSID data set was that the sample, in contrast to the NLS samples, was representative of the female population 18 to 64 years of age. Corcoran found very little evidence of a depreciation effect. There was no effect for White women and only a minor effect for Black women. Corcoran also argued that restricting the analysis group to women 30 to 44 years of age is likely to overestimate depreciation because many women in this group have recently reentered the labor market and are likely to be affected by misinformation about job opportunities.

More recently, Mincer and Ofek (1982) used NLS data for 30- to 44-year-old married women to reaffirm the depreciation hypothesis. In an analysis of longitudinal (rather than retrospective) data from the NLS, they found that reentry wage rates were lower than wage rates at the time of labor force withdrawal. Furthermore, longer interruptions carried greater wage penalties. They also found, however, that wage rates tended to grow rapidly upon return to work. The observed amount of depreciation, they concluded, is dependent upon the length of the interruption and the length of time spent back in the labor force.

ISDP Data

The effect of work interruptions on earnings was examined by using the data described earlier to construct variables representing interruptions and experience. These variables were included in regressions which related hourly earnings to a set of explanatory variables. The universe for this part of the study consisted of all persons 21 to 64 years of age with wage and salary income during the quarter preceding the interview. Separate regressions were run for men and women, with the log of hourly earnings as the dependent variable.[1]

The interruption and experience variables used in the regressions include the following:

[1]Hourly earnings were calculated by dividing total earnings for the 3-month period by the total number of hours worked.

UNEMP = 1 if person had ever experienced an interruption due to an inability to find a job; 0 otherwise.

DISAB = 1 if person had ever experienced an interruption due to illness or disability; 0 otherwise.

TIME-AWAY = Duration of all interruptions[2] as proportion of potential work years.[3]

EXPER = Number of potential work years minus duration of all interruptions.[4]

EXPERSQ = The square of EXPER

FT = 1 if the jobs the person has worked at have usually or always been full-time jobs; 0 otherwise.

The interruption variables were specified in the above form because it was hypothesized that earnings could be affected by the existence of an interruption as well as by the length of an interruption. Because interruptions due to unemployment or disability had a relatively small effect on the proportion of potential work years spent away from work, they were entered as zero-one dummy variables. Because interruptions for familial reasons had a very strong effect on the amount of time spent away from work, they were allowed to enter the equation through their effect on the TIME-AWAY variable. The general experience variable, EXPER, was entered in its own form as well as in its squared form, EXPERSQ. The inclusion of the squared form was intended to capture the nonlinear effect of experience on earnings. (The returns to experience tend to flatten after some point.)

The education variables included in the regression were designed to take advantage of the ISDP personal history questions on highest degree obtained, vocational training, and types of courses taken in high school. They included the following:

EDUC1 = With an advanced degree

EDUC2 = With a bachelor degree

EDUC3 = High school graduate (reference group)

EDUC4 = Not a high school graduate, with a vocational training certificate

EDUC5 = Not a high school graduate, no vocational training certificate

COURSES = Number of selected academic courses completed in high school

Finally, a set of variables representing marital history were included:

MARR1 = Married, no marital disruption (reference group)

MARR2 = With a marital disruption (ever widowed, divorced or separated)

MARR3 = Never married

[2]A maximum of four interruption periods could be identified for each of three possible reasons for interrupting.

[3]Potential work years were defined as age minus years of school completed minus 6.

[4]The ISDP data on employer-specific or job-specific measures of work experience (e.g., tenure with most recent employer/at most recent job) were collected in the fifth wave of the survey and were not available for this study.

The means for all variables are presented in table D and the regression results are shown in tables E and F. The unstandardized regression coefficients (table E) represent the earnings return to variables included in the equations. The standardized coefficients shown in table F are computed on values of dependent and independent variables which have been standardized so that each variable has a standard deviation equal to 1. This technique makes it possible to use the size of the coefficient as the basis for comparing the relative importance of each of the variables in a given equation. Results are shown for White women and men as well as for all women and men in order to facilitate comparisons with previous studies. Results are also shown for men and women 30 years of age and over with no familial interruptions as an alternative method of examining the influence of work interruptions.

The large differences between the sexes in the degree of work attachment are highly visible in table D. Men had, on average, about 19 years of work experience and had spent only about 2 percent of their potential work years away from work. Women, on the other hand, had 14 years of work experience and had spent about 20 percent of their potential work years away from work. There were small or insignificant differences between men and women in the mean values of the other experience and interruption variables and in the mean values of most of the education and marital history variables. Men, however, were more likely than women to have received advanced degrees and a larger proportion of women than men experienced marital disruptions. The average hourly earnings of all women was $4.38, about 63 percent as high as the average hourly earnings of $6.92 for all men.

The regression results confirm the importance of experience as a determinant of earnings. The general experience variables EXPER and EXPERSQ are highly significant for both men and women (table E) and are important relative to other variables in the determination of hourly earnings (table F). Attachment to full-time work also has a significant effect on earnings. The coefficients of the experience variables show that the returns to experience are greater for men than for women.

The interruption variables, in general, have a negative effect on earnings, but the effect is not particularly strong or consistent. The coefficient of TIME-AWAY is significant for both men and women in the equation for persons of all races, but is significant for women only in the equations for White men and women. Interruptions due to illness or disability (DISAB) have a significant negative effect on earnings in five of the equations, but interruptions due to inability to find work have a significant negative effect in only two of the equations.

That an earnings equation contains both experience and interruption variables that are significant is evidence that a depreciation effect does exist. In the equation for men of all races, the experience variables EXPER, EXPERSQ, and FT are highly significant and the interruption variables UNEMP and DISAB are also significant. In the equations for women of all races, the experience variables and the interruption variable TIME-AWAY have highly significant effects on earnings. The conclusion is that a depreciation effect does exist and information about work interruptions will improve those models which attempt to explain earnings.

The coefficents of the education and marital history variables are in line with expectations, but two findings should be noted. First, the coefficient of EDUC4 for men is less negative than the coefficient of EDUC5. This finding suggests that a vocational training certificate has a positive effect on earnings. Second, the coefficient of COURSES is highly significant even though other measures of educational attainment are also present in the equation. That is, for the purpose of explaining earnings, it is important to know about the types of courses taken in high school even when we already have information about years of school completed and highest degree obtained.

Table D shows that the mean earnings of women are only about 62 percent of the earnings of men even when the group under study is comprised of persons 30 years of age and over with no familial interruptions. This differential exists even though women in this universe have approximately the same mean years of experience as men. Table E shows why the large differential exists even when the mean values of experience are so close. Among the men in this group, the coefficient of EXPER is highly significant, but among women, the coefficient is not significant.

In general, the standardized regression coefficients (table F) reveal that the work interruption variables are less important than either the general experience or education variables as determinants of earnings. This holds true for both men and women. So, while the work interruption variables do show that a depreciation effect exists, general work experience and education are more critical determinants of earnings.

The earnings equations which have been developed for this report can be used to examine the extent to which differences in work history (experience and interruptions) are related to the earnings gap between men and women. That is, given the coefficients of their own equation, what would the earnings of women be if they had the same mean values as men for the variables measuring experience and interruptions. Table G shows that the effect of assigning to women the mean experience and interruption values of men is to reduce the earnings gap by only 12 percent.

CONCLUSIONS

One purpose of this report is to offer a measure of the often cited difference between men and women in the extent to which work interruptions occur. The survey data show that the difference between men and women in the likelihood of having work interruptions is very great and is apparent even within various schooling and occupational categories.

A second purpose of this report is to examine the relationship between work history and earnings and determine the extent to which differences in work history account for the difference in earnings between men and women. The earnings equations which were constructed with the survey data were found to imply that differences between men and women in general experience and in the extent of work interruptions explain little of the difference in earnings.

Does the fact that differences in work histories explain little of the earnings gap imply that the large remaining gap is due to labor market or societal discrimination? A prudent reply is that the remaining gap may be due to the effect of a number of factors. One factor that has been suggested as a partial reason for the earnings gap is the possibility that some women may choose relatively low-paying jobs if those jobs allow greater flexibility in the carrying out of family-related activities. Other factors which may contribute to the residual gap include variables which are missing from the equation (e.g., time spent with same employer, participation in company training programs) or variables which may be poorly measured (e.g., response errors in the reporting of work interruptions). The data available for this study cannot be used to determine the relative importance of such factors versus the factor of discrimination. The data do indicate, however, that the earnings gap between men and women cannot be accounted for by such productivity-related variables as education, general work experience, and work interruptions.

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Table A. Work Interruption History, by Race, Spanish Origin, and Selected Characteristics: Males

Characteristic	Total number (thousands)	Percent with one or more interruptions lasting 6 months or more due to--				Mean percent of potential work years spent away from work for reasons surveyed	
		All reasons surveyed	Inability to find work	Family reasons	Illness or disability	Value	Standard error
Males 21 to 64 years of age who ever worked	55,828	25.7	17.3	1.5	10.6	3.3	0.1
RACE AND SPANISH ORIGIN[1]							
White	49,381	24.2	15.2	1.2	10.7	2.9	.1
Black	5,627	40.2	35.0	3.9	10.7	6.9	.3
Spanish origin	3,220	34.9	22.7	1.2	15.8	3.3	.3
YEARS OF SCHOOL COMPLETED							
Less than 12	14,171	40.1	24.9	1.9	20.3	4.7	.2
12 to 15	29,761	24.7	17.3	1.3	9.3	3.2	.1
16 and over	11,896	11.0	7.9	1.6	2.4	1.7	.2
AGE BY YEARS OF SCHOOL COMPLETED							
21 to 29 years	16,048	20.5	18.0	1.4	3.4	4.5	.2
Less than 12	2,314	40.7	35.5	2.2	7.4	6.8	.5
12 to 15	10,104	20.8	18.5	1.4	3.2	4.7	.2
16 and over	3,630	6.9	5.5	.6	1.2	2.4	.4
30 to 44 years	19,106	23.4	16.2	1.6	8.5	2.6	.1
Less than 12	3,809	36.7	24.5	2.1	18.2	4.1	.4
12 to 15	10,278	25.2	17.8	1.5	8.0	2.8	.2
16 and over	5,019	9.6	6.5	1.4	2.0	.9	.2
45 to 64 years	20,674	11.9	17.7	1.5	18.2	3.0	.1
Less than 12	8,049	41.6	22.1	1.7	25.1	4.3	.2
12 to 15	9,378	28.5	15.6	.8	17.1	2.1	.2
16 and over	3,247	17.8	12.7	3.0	4.3	2.1	.3
OCCUPATION GROUP OF USUAL JOB							
Professional, technical, or managerial	15,040	14.7	10.2	1.7	5.3	2.3	.2
Sales or clerical	6,621	20.6	13.8	.9	7.3	2.3	.2
Craftsmen	12,825	28.8	18.7	1.4	13.5	2.9	.2
Operatives	10,254	32.5	20.8	.8	14.9	3.9	.2
Laborers	5,832	37.9	27.6	2.2	13.6	5.6	.3
Service	3,457	25.5	14.8	2.3	11.1	4.1	.4
LIFE-CYCLE STATUS							
21 to 29 years	16,048	20.5	18.0	1.4	3.4	4.5	.2
Ever married	9,245	19.4	17.1	1.0	3.1	2.9	.2
Never married	6,803	22.1	19.2	1.8	3.7	6.6	.3
30 to 44 years	19,106	23.4	16.2	1.6	8.5	2.6	.1
Ever married	17,825	22.1	14.8	1.7	8.3	2.4	.1
Never married	1,281	41.0	34.4	.1	11.0	5.9	.7
45 to 64 years	20,674	11.9	17.7	1.5	18.2	3.0	.1
Ever married	19,882	30.9	17.2	1.4	17.4	2.8	.1
Never married	792	57.5	29.3	4.3	37.0	7.3	.7

[1]Persons of Spanish origin may be of any race.

Table B. Work Interruption History, by Race, Spanish Origin, and Selected Characteristics: Females

Characteristic	Total number (thousands)	Percent with one or more interruptions lasting 6 months or more due to--				Mean percent of potential work years spend away from work for reasons surveyed	
		All reasons surveyed	Inability to find work	Family reasons	Illness or disability	Value	Standard error
Females 21 to 64 years of age who ever worked	57,258	71.9	14.2	64.1	9.2	30.9	0.2
RACE AND SPANISH ORIGIN[1]							
White	49,812	73.0	12.4	66.8	8.3	32.7	.2
Black	6,402	63.1	27.4	43.8	17.5	17.6	.4
Spanish origin	3,014	75.0	23.6	62.4	12.9	27.6	.6
YEARS OF SCHOOL COMPLETED							
Less than 12	13,740	79.5	21.7	68.5	20.1	33.5	.3
12 to 15	34,805	73.3	12.7	66.3	6.6	31.5	.2
16 and over	8,713	54.3	8.6	48.6	2.6	24.2	.4
AGE BY YEARS OF SCHOOL COMPLETED							
21 to 29 years	16,804	53.1	17.0	42.5	3.5	20.7	.3
Less than 12	1,948	70.6	23.2	61.7	5.9	30.9	.8
12 to 15	11,650	56.8	18.4	44.9	4.1	22.3	.3
16 and over	3,206	29.1	8.3	22.2	.1	8.9	.5
30 to 44 years	19,445	77.5	12.3	72.3	6.6	34.3	.3
Less than 12	4,060	79.8	20.4	73.6	12.3	34.2	.6
12 to 15	12,366	79.8	9.9	75.3	5.7	34.8	.3
16 and over	3,018	65.1	11.4	58.5	2.9	32.2	.7
45 to 64 years	21,011	81.7	13.8	73.8	16.1	35.8	.3
Less than 12	7,733	81.5	22.0	67.6	27.8	33.7	.4
12 to 15	10,789	83.7	9.8	79.0	10.3	37.7	.4
16 and over	2,489	73.8	5.6	70.6	5.4	34.3	.8
OCCUPATION GROUP OF USUAL JOB							
Professional, technical, or managerial	11,723	61.0	9.5	55.4	5.4	24.4	.3
Sales or clerical	23,782	75.2	10.7	69.4	5.9	33.8	.2
Operatives	8,447	74.8	22.2	62.9	14.5	29.4	.4
Laborers	950	78.3	21.9	67.8	15.1	39.7	1.2
Service	10,543	74.2	19.7	63.4	16.5	32.1	.4
LIFE-CYCLE STATUS							
21 to 29 years	16,804	53.1	17.0	42.5	3.5	20.7	.3
Ever married	11,529	65.4	16.3	58.3	3.4	26.1	.3
With children	7,779	81.1	16.1	76.1	4.0	33.9	.4
No children	3,750	33.0	16.6	21.3	2.1	9.8	.5
Never married	5,274	26.1	18.8	8.1	3.9	9.1	.4
With children	1,218	43.5	30.0	22.0	3.2	19.4	1.0
No children	4,056	20.8	15.4	3.9	4.1	6.0	.4
30 to 44 years	19,445	77.5	12.3	72.3	6.6	34.3	.3
Ever married	18,358	80.0	11.3	76.2	6.7	35.8	.3
With children	14,255	84.5	12.0	81.7	6.0	38.9	.3
No children	4,103	64.2	9.1	56.9	8.8	25.3	.6
Never married	1,087	35.8	29.3	7.6	6.1	7.4	.7
With children	193	46.9	38.7	32.7	8.5	12.2	2.0
No children	894	33.4	27.3	2.2	5.6	6.4	.8
45 to 64 years	21,011	81.7	13.8	73.8	16.1	35.8	.3
Ever married	19,945	83.8	13.2	76.9	15.8	37.0	.3
Never married	1,065	42.3	24.4	15.0	23.0	13.6	1.0

[1]Persons of Spanish origin may be of any race.

Table C. Mean Duration of Work Interruptions, by Reason and Sex

(Mean duration shown in years)

Sex	Inability to find work	Family reasons	Illness or disability
Males	1.1	3.7	3.3
Females	1.2	9.5	4.3

Table D. Mean Values of Regression Variables

Variable	Males	Females	White males	White females	Males 30 and over with no familial interruptions	Females 30 and over with no familial interruptions
Interruption and experience variables:						
UNEMP	0.135	0.117	0.121	0.098	0.137	0.117
DISAB	.060	.049	.062	.040	.078	.093
TIME-AWAY	.017	.203	.015	.220	(X)	(X)
EXPER	19.256	14.334	19.337	13.868	25.223	24.644
EXPERSQ	535.421	331.227	537.208	312.682	755.661	745.445
FT	.969	.858	.968	.853	.990	.928
Education variables:						
EDUC1	.069	.044	.071	.045	.080	.076
EDUC2	.161	.128	.166	.135	.142	.107
EDUC4	.019	.015	.017	.009	.023	.020
EDUC5	.204	.157	.191	.145	.243	.274
COURSES	2.170	2.129	2.202	2.167	2.059	1.843
Marital history variables:						
MARR2	.214	.303	.204	.277	.255	.388
MARR3	.154	.172	.144	.159	.057	.203
Earnings variables:						
Hourly earnings	$6.92	$4.38	$7.14	$4.42	$7.58	$4.71
Log of hourly earnings	1.934	1.478	1.966	1.487	2.026	1.550
Unweighted N	3,157	2,416	2,854	2,101	2,145	593

X Not applicable.

Table E. Coefficients of Regression of Log of Hourly Earnings on Specified Explanatory Variables

(Standard errors in parentheses)

Variable	Employed males	Employed females	Employed White males	Employed White females	Males 30 and over with no familial interruptions	Females 30 and over with no familial interruptions
UNEMP	-0.039	0.002	-0.028	0.002	-0.078	0.014
	(.018)	(.018)	(.021)	(.021)	(.018)	(.041)
DISAB	-.125	-.040	-.144	-.088	-.143	-.183
	(.023)	(.028)	(.025)	(.032)	(.025)	(.044)
TIME-AWAY	-.312	-.128	-.068	-.155	(X)	(X)
	(.122)	(.025)	(.145)	(.028)	-	-
EXPER	.03515	.02278	.03791	.02495	.03382	.00937
	(.00175)	(.00184)	(.00189)	(.00200)	(.00306)	(.00600)
EXPERSQ	-.00058	-.00042	-.00065	-.00046	-.00056	-.00014
	(.00005)	(.00005)	(.00005)	(.00005)	(.00005)	(.00012)
FT	.216	.112	.254	.099	.363	.372
	(.032)	(.016)	(.035)	(.018)	(.064)	(.048)
EDUC1	.336	.358	.338	.322	.327	.301
	(.023)	(.028)	(.023)	(.030)	(.028)	(.053)
EDUC2	.179	.218	.181	.209	.231	.260
	(.016)	(.018)	(.018)	(.021)	(.021)	(.046)
EDUC4	-.069	-.146	-.002	-.120	-.026	-.415
	(.039)	(.048)	(.044)	(.067)	(.044)	(.092)
EDUC5	-.195	-.190	-.173	-.179	-.185	-.244
	(.016)	(.018)	(.016)	(.018)	(.018)	(.035)
COURSES	.038	.044	.034	.052	.045	.070
	(.005)	(.005)	(.005)	(.005)	(.005)	(.009)
MARR2	-.023	.016	-.038	.038	-.009	-.035
	(.014)	(.014)	(.014)	(.014)	(.016)	(.030)
MARR3	-.192	-.009	-.141	-.008	-.279	.029
	(.016)	(.018)	(.018)	(.018)	(.030)	(.035)
Constant	1.318	1.112	1.282	1.098	1.172	.993
R^2	.24	.18	.22	.19	.20	.28

- Represents zero.
X Not applicable.

Table F. Standardized Coefficients of Regression of Log of Hourly Earnings on Specified Explanatory Variables

Variable	Males	Females	White males	White females	Males 30 and over with no familial interruptions	Females 30 and over with no familial interruptions
UNEMP	-0.026	0.001	-0.017	0.002	-0.050	0.008
DISAB	-.056	-.018	-.067	-.037	-.073	-.098
TIME-AWAY	-.034	-.069	-.007	-.085	(X)	(X)
EXPER	.858	.546	.931	.582	.698	.203
EXPERSQ	-.653	-.419	-.735	-.438	-.628	.159
FT	.072	.084	.086	.075	.070	.178
EDUC1	.162	.179	.167	.142	.168	.147
EDUC2	.125	.154	.130	.152	.152	.148
EDUC4	-.018	-.038	-.001	-.024	-.007	-.108
EDUC5	-.142	-.148	-.131	-.134	-.150	-.201
COURSES	.131	.160	.118	.188	.154	.223
MARR2	-.018	.016	-.029	.036	-.008	-.031
MARR3	-.131	-.007	-.095	-.006	-.122	.021

Table G. Percent of the Male-Female Earnings Gap Explained by Experience, Interruption, and Education Variables

Variable	Employed persons, all races	Employed persons, white	Employed persons 30 years of age and over with no familial interruptions
Hourly earnings of men	$6.92	$7.14	$7.58
Hourly earnings of women	$4.38	$4.42	$4.71
Earnings gap	$2.54	$2.72	$2.87
Hourly earnings of women adjusted for experience and interruption variables[1]	$4.69	$4.76	$4.85
Difference between actual hourly earnings of women and hourly earnings adjusted for experience and interruption variables	$ .31	$ .34	$ .14
Percent of earnings gap explained by experience and interruption variables	12.2	12.5	4.9
Hourly earnings of women adjusted for experience, interruption, and education variables[2]	$4.75	$4.80	$5.64
Difference between actual hourly earnings of women and hourly earnings adjusted for experience, interruption, and education variables	$ .37	$ .38	$ .93
Percent of earnings gap explained by experience, interruption, and education variables	14.6	14.0	32.4

[1]Hourly earnings of women if women had the same mean values as men for experience and interruption variables. Experience and interruption variables include UNEMP, DISAB, TIME-AWAY, EXPER, EXPERSQ, and FT.

[2]Hourly earnings of women if women had the same mean values as men for experience, interruption, and education variables. Education variables include EDUC1, EDUC2, EDUC4, EDUC5, and COURSES.

Table 1. Lifetime Work Interruption Status, by Reason, Employment Status, and Sex

(Numbers in thousands)

Employment status and sex	Total number	With one or more interruptions lasting 6 months or more due to--							
		All reasons surveyed		Inability to find work		Family reasons		Illness or disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Persons 21 to 64 years of age who ever worked:									
Males	55,828	14,356	25.7	9,632	17.3	828	1.5	5,919	10.6
Females	57,258	41,156	71.9	8,157	14.2	36,715	64.1	5,275	9.2
Employed persons 21 to 64 years of age:									
Males	47,346	9,724	20.5	7,232	15.3	415	.9	3,031	6.4
Females	34,596	21,688	62.7	4,587	13.3	18,739	54.2	1,954	5.6

Table 2. Proportion of Potential Work Years Spent Away From Work, by Employment Status and Sex

(Numbers in thousands)

Employment status and sex	Total number reporting	Proportion of potential work years spent away from work for reasons surveyed									
		None		1 to 9 percent		10 to 24 percent		25 to 49 percent		50 percent and over	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Persons 21 to 64 years of age who ever worked:											
Males	53,321	41,489	77.8	7,590	14.2	2,556	4.8	1,111	2.1	575	1.1
Females	50,183	16,105	32.1	5,213	10.4	5,514	11.0	8,507	17.0	14,844	29.6
Employed persons 21 to 64 years of age:											
Males	45,544	37,623	82.6	5,907	13.0	1,374	3.0	426	.9	214	.5
Females	31,534	12,911	40.9	4,005	12.7	3,727	11.8	4,806	15.2	6,085	19.3

Table 3A. Lifetime Work Interruption Status, by Reason and Selected Characteristics: Males

(Numbers in thousands)

Characteristic	Total number	With one or more interruptions lasting 6 months or more due to--							
		All reasons surveyed		Inability to find work		Family reasons		Illness or disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Males 21 to 64 years of age who ever worked	55,828	14,355	25.7	9,632	17.3	828	1.5	5,918	10.6
RACE AND SPANISH ORIGIN[1]									
White	49,381	11,942	24.2	7,518	15.2	606	1.2	5,305	10.7
Black	5,627	2,263	40.2	1,970	35.0	217	3.9	604	10.7
Spanish origin	3,220	1,124	34.9	731	22.7	38	1.2	509	15.8
AGE									
21 to 29 years	16,048	3,293	20.5	2,888	18.0	221	1.4	543	3.4
30 to 44 years	19,106	4,467	23.4	3,087	16.2	300	1.6	1,618	8.5
45 to 64 years	20,674	6,594	31.9	3,657	17.7	308	1.5	3,758	18.2
YEARS OF SCHOOL COMPLETED									
Less than 12	14,171	5,686	40.1	3,535	24.9	266	1.9	2,878	20.3
12 to 15	29,761	7,360	24.7	5,159	17.3	373	1.3	2,754	9.3
16 and over	11,896	1,309	11.0	938	7.9	190	1.6	285	2.4
AGE BY YEARS OF SCHOOL COMPLETED									
21 to 29 years:									
Less than 12	2,314	942	40.7	820	35.5	52	2.2	170	7.4
12 to 15	10,104	2,102	20.8	1,867	18.5	146	1.4	328	3.2
16 and over	3,630	249	6.9	200	5.5	23	.6	44	1.2
30 to 44 years:									
Less than 12	3,809	1,397	36.7	933	24.5	79	2.1	692	18.2
12 to 15	10,278	2,588	25.2	1,828	17.8	151	1.5	825	8.0
16 and over	5,019	483	9.6	326	6.5	70	1.4	102	2.0
45 to 64 years:									
Less than 12	8,049	3,348	41.6	1,781	22.1	135	1.7	2,016	25.1
12 to 15	9,378	2,670	28.5	1,464	15.6	75	.8	1,602	17.1
16 and over	3,247	577	17.8	412	12.7	97	3.0	140	4.3
OCCUPATION GROUP OF USUAL JOB									
Professional, technical, or managerial	15,040	2,205	14.7	1,532	10.2	251	1.7	796	5.3
Sales or clerical	6,621	1,361	20.6	913	13.8	61	.9	486	7.3
Crafts persons	12,825	3,697	28.8	2,402	18.7	179	1.4	1,727	13.5
Operatives	10,254	3,337	32.5	2,131	20.8	83	.8	1,532	14.9
Laborers	5,832	2,210	37.9	1,612	27.6	129	2.2	791	13.6
Service	3,457	881	25.5	512	14.8	80	2.3	384	11.1
LIFE-CYCLE STATUS									
21 to 29 years:									
Ever married	9,245	1,790	19.4	1,579	17.1	95	1.0	290	3.1
Never married	6,803	1,503	22.1	1,308	19.2	126	1.8	252	3.7
30 to 44 years:									
Ever married	17,825	3,942	22.1	2,646	14.8	299	1.7	1,477	8.3
Never married	1,281	526	41.0	441	34.4	1	.1	141	11.0
45 to 64 years:									
Ever married	19,882	6,139	30.9	3,426	17.2	273	1.4	3,464	17.4
Never married	792	456	57.5	232	29.3	34	4.3	293	37.0

[1] Persons of Spanish origin may be of any race.

Table 3B. Lifetime Work Interruption Status, by Reason and Selected Characteristics: Females

(Numbers in thousands)

Characteristic	Total number	With one or more interruptions lasting 6 months or more due to--							
		All reasons surveyed		Inability to find work		Family reasons		Illness or disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Females 21 to 64 years of age who ever worked	57,258	41,156	71.9	8,157	14.2	36,715	64.1	5,275	9.2
RACE AND SPANISH ORIGIN[1]									
White	49,812	36,362	73.0	6,198	12.4	33,297	66.8	4,146	8.3
Black	6,402	4,039	63.1	1,757	27.4	2,805	43.8	1,123	17.5
Spanish origin	3,014	2,259	75.0	712	23.6	1,882	62.4	389	12.9
AGE									
21 to 29 years	16,804	8,919	53.1	2,865	17.0	7,143	42.5	596	3.5
30 to 44 years	19,445	15,069	77.5	2,398	12.3	14,065	72.3	1,288	6.6
45 to 64 years	21,011	17,168	81.7	2,893	13.8	15,507	73.8	3,391	16.1
YEARS OF SCHOOL COMPLETED									
Less than 12	13,740	10,917	79.5	2,978	21.7	9,418	68.5	2,761	20.1
12 to 15	34,805	25,504	73.3	4,430	12.7	23,064	66.3	2,289	6.6
16 and over	8,713	4,735	54.3	748	8.6	4,232	48.6	225	2.6
AGE BY YEARS OF SCHOOL COMPLETED									
21 to 29 years:									
Less than 12	1,948	1,374	70.6	452	23.2	1,201	61.7	115	5.9
12 to 15	11,650	6,612	56.8	2,148	18.4	5,232	44.9	480	4.1
16 and over	3,207	932	29.1	266	8.3	710	22.2	2	.1
30 to 44 years:									
Less than 12	4,060	3,240	79.8	827	20.4	2,987	73.6	499	12.3
12 to 15	12,366	9,863	79.8	1,226	9.9	9,313	75.3	701	5.7
16 and over	3,018	1,966	65.1	344	11.4	1,765	58.5	88	2.9
45 to 64 years:									
Less than 12	7,733	6,302	81.5	1,699	22.0	5,230	67.6	2,147	27.8
12 to 15	10,789	9,029	83.7	1,055	9.8	8,520	79.0	1,109	10.3
16 and over	2,489	1,836	73.8	138	5.6	1,757	70.6	135	5.4
OCCUPATION GROUP OF USUAL JOB									
Professional, technical, or managerial	11,723	7,152	61.0	1,113	9.5	6,497	55.4	135	5.4
Sales or clerical	23,782	17,888	75.2	2,541	10.7	16,510	69.4	1,395	5.9
Crafts persons	489	318	65.1	156	31.9	220	45.0	21	4.3
Operatives	8,447	6,322	74.8	1,871	22.2	5,310	62.9	1,223	14.5
Laborers	950	744	78.3	209	21.9	644	67.8	143	15.1
Service	10,543	7,818	74.2	2,079	19.7	6,682	63.4	1,744	16.5
LIFE-CYCLE STATUS									
21 to 29 years:									
Ever married:									
With children	7,779	6,308	81.1	1,254	16.1	5,918	76.1	314	4.0
No children	3,750	1,236	33.0	621	16.6	799	21.3	77	2.1
Never married:									
With children	1,218	530	43.5	366	30.0	268	22.0	39	3.2
No children	4,056	845	20.8	624	15.4	157	3.9	166	4.1
30 to 44 years:									
Ever married:									
With children	14,255	12,046	84.5	1,707	12.0	11,646	81.7	859	6.0
No children	4,103	2,633	64.2	372	9.1	2,336	56.9	363	8.8
Never married:									
With children	193	90	46.9	75	38.7	63	32.7	16	8.5
No children	894	299	33.4	244	27.3	20	2.2	50	5.6
45 to 64 years:									
Ever married	19,945	16,717	83.8	2,633	13.2	15,347	76.9	3,146	15.8
Never married	1,065	450	42.3	260	24.4	160	15.0	245	23.0

[1] Persons of Spanish origin may be of any race.

Table 4A. Lifetime Work Interruption Status, by Reason and Selected Characteristics: Employed Males

(Numbers in thousands)

Characteristic	Total number	With one or more interruptions lasting 6 months or more due to--							
		All reasons surveyed		Inability to find work		Family reasons		Illness or disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employed males 21 to 64 years of age	47,346	9,724	20.5	7,232	15.3	415	0.9	3,031	6.4
RACE AND SPANISH ORIGIN[1]									
White	42,116	8,135	19.3	5,770	13.7	360	.9	2,768	6.6
Black	4,517	1,473	32.6	1,352	29.9	51	1.1	253	5.6
Spanish origin	2,480	629	25.4	503	20.3	35	1.4	176	7.1
AGE									
21 to 29 years	14,069	2,536	18.0	2,326	16.5	133	.9	277	2.0
30 to 44 years	17,376	3,368	19.4	2,363	13.6	168	1.0	1,106	6.4
45 to 64 years	15,900	3,819	24.0	2,543	16.0	115	.7	1,647	10.4
YEARS OF SCHOOL COMPLETED									
Less than 12	10,834	3,381	31.2	2,290	21.1	106	1.0	1,339	12.4
12 to 15	25,656	5,381	21.0	4,265	16.6	200	.8	1,484	5.8
16 and over	10,856	961	8.8	677	6.2	110	1.0	206	1.9
AGE BY YEARS OF SCHOOL COMPLETED									
21 to 29 years:									
Less than 12	1,804	562	31.2	506	28.1	3	.2	67	3.7
12 to 15	8,853	1,726	19.5	1,620	18.3	107	1.2	165	1.9
16 and over	3,412	248	7.3	199	5.8	23	.7	44	1.3
30 to 44 years:									
Less than 12	3,295	1,005	30.5	645	19.6	33	1.0	517	15.7
12 to 15	9,266	1,892	20.4	1,403	15.1	65	.7	489	5.3
16 and over	4,816	471	9.8	315	6.5	70	1.5	100	2.1
45 to 64 years:									
Less than 12	5,736	1,814	31.6	1,140	19.9	70	1.2	755	13.2
12 to 15	7,537	1,763	23.4	1,241	16.5	28	.4	830	11.0
16 and over	2,628	242	9.2	163	6.2	17	.6	62	2.4
OCCUPATION GROUP OF USUAL JOB									
Professional, technical, or managerial	12,823	1,338	10.4	1,022	8.0	96	.8	342	2.7
Sales or clerical	6,018	1,072	17.8	788	13.1	44	.7	314	5.2
Crafts persons	10,978	2,602	23.7	1,882	17.1	78	.7	1,016	9.3
Operatives	8,583	2,324	27.1	1,638	19.1	77	.9	839	9.8
Laborers	4,506	1,319	29.3	1,139	25.3	52	1.2	256	5.7
Service	3,050	677	22.2	408	13.4	65	2.1	223	7.3
LIFE-CYCLE STATUS									
21 to 29 years:									
Ever married	8,671	1,538	17.7	1,376	15.9	61	.7	191	2.2
Never married	5,399	998	18.5	950	17.6	71	1.3	86	1.6
30 to 44 years:									
Ever married	16,332	3,021	18.5	2,077	12.7	168	1.0	1,021	6.3
Never married	1,044	347	33.2	286	27.4	-	-	85	8.1
45 to 64 years:									
Ever married	15,343	3,525	23.0	2,375	15.5	10[2]	.7	1,496	9.7
Never married	558	293	52.6	168	30.2	10	1.9	151	27.1

- Represents zero.

[1] Persons of Spanish origin may be of any race.

Table 4B. Lifetime Work Interruption Status, by Reason and Selected Characteristics: Employed Females

(Numbers in thousands)

Characteristic	Total number	With one or more interruptions lasting 6 months or more due to--							
		All reasons surveyed		Inability to find work		Family reasons		Illness or disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employed females 21 to 64 years of age	34,596	21,688	62.7	4,587	13.3	18,739	54.2	1,954	5.6
RACE AND SPANISH ORIGIN[1]									
White	29,459	18,849	64.0	3,317	11.3	16,817	57.1	1,327	4.5
Black	4,551	2,508	55.1	1,192	26.2	1 628	35.8	622	13.7
Spanish origin	1,739	1,121	64.4	394	22.6	867	49.9	178	10.2
AGE									
21 to 29 years	11,456	4,519	39.4	1,699	14.8	3,242	28.3	339	3.0
30 to 44 years	12,741	9,023	70.8	1,438	11.3	8,300	65.1	686	5.4
45 to 64 years	10,400	8,146	78.3	1,450	13.9	7,197	69.2	929	8.9
YEARS OF SCHOOL COMPLETED									
Less than 12	6,697	4,643	69.3	1,413	21.1	3,777	56.4	645	9.6
12 to 15	21,847	14,290	65.4	2,661	12.2	12,541	57.4	1,219	5.6
16 and over	6,052	2,755	45.5	512	8.5	2,421	40.0	90	1.5
AGE BY YEARS OF SCHOOL COMPLETED									
21 to 29 years:									
Less than 12	971	497	51.2	185	19.0	422	43.5	21	2.1
12 to 15	7,737	3,334	43.1	1,291	16.7	2,329	30.1	317	4.1
16 and over	2,748	689	25.1	223	8.1	490	17.8	2	.1
30 to 44 years:									
Less than 12	2,311	1,636	70.8	404	17.5	1,444	62.5	233	10.1
12 to 15	8,426	6,293	74.7	844	10.0	5,858	69.5	416	4.9
16 and over	2,004	1,094	54.6	189	9.4	998	49.8	37	1.8
45 to 64 years:									
Less than 12	3,416	2,510	73.5	824	24.1	1,911	55.9	391	11.5
12 to 15	5,683	4,663	82.1	526	9.2	4,354	76.6	486	8.6
16 and over	1,300	972	74.7	100	7.7	933	71.7	51	3.9
OCCUPATION GROUP OF USUAL JOB									
Professional, technical, or managerial	7,674	3,888	50.7	707	9.2	3,428	44.7	157	2.0
Sales or clerical	14,509	9,803	67.6	1,481	10.2	8,818	60.8	588	4.1
Crafts persons	272	163	59.9	43	15.9	132	48.2	5	1.8
Operatives	4,760	3,158	66.3	1,103	23.2	2,403	50.5	409	8.6
Laborers	426	291	68.2	61	14.2	247	58.0	9	2.2
Service	6,142	3,925	63.9	1,082	17.6	3,279	53.4	747	12.2
LIFE-CYCLE STATUS									
21 to 29 years:									
Ever married:									
With children	4,184	2,923	69.9	719	17.2	2,615	62.5	152	3.6
No children	3,037	739	24.3	367	12.1	459	15.1	33	1.1
Never married:									
With children	878	257	29.3	212	24.2	73	8.3	9	1.0
No children	3,357	599	17.9	400	11.9	96	2.8	145	4.3
30 to 44 years:									
Ever married:									
With children	8,769	6,923	78.9	971	11.1	6,640	75.7	493	5.6
No children	3,093	1,889	61.1	295	9.5	1,640	53.0	140	4.5
Never married:									
With children	138	46	32.9	35	25.1	19	13.7	14	10.3
No children	740	165	22.3	138	18.5	1	.1	40	5.3
45 to 64 years:									
Ever married	9,599	7,921	82.5	1,319	13.7	7,128	74.3	846	8.8
Never married	801	225	28.0	130	16.3	69	8.6	83	10.4

[1] Persons of Spanish origin may be of any race.

Table 5A. Proportion of Potential Work Years Spent Away From Work, by Selected Characteristics: Males

(Numbers in thousands)

Characteristic	Total number	Proportion of potential work years spent away from work for reasons surveyed									
		None		1 to 9 percent		10 to 24 percent		25 to 49 percent		50 percent and over	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Males 21 to 64 years of age who ever worked	55,828	41,520	74.4	8,751	15.7	3,410	6.1	1,717	3.1	430	0.8
RACE AND SPANISH ORIGIN[1]											
White	49,381	37,454	75.8	7,474	15.1	2,816	5.7	1,384	2.8	253	.5
Black	5,627	3,394	60.3	1,164	20.7	534	9.5	343	6.1	191	3.4
Spanish origin	3,220	2,096	65.1	760	23.6	239	7.4	119	3.7	6	.2
AGE											
21 to 29 years	16,048	12,755	79.5	851	5.3	1,320	8.2	887	5.5	236	1.5
30 to 44 years	19,106	14,639	76.6	3,101	16.2	882	4.6	321	1.7	165	.9
45 to 64 years	20,674	14,126	68.3	4,742	22.9	1,235	6.0	532	2.6	38	.2
YEARS OF SCHOOL COMPLETED											
Less than 12	14,171	8,485	59.9	3,641	25.7	1,215	8.6	695	4.9	135	1.0
12 to 15	29,761	22,447	75.4	4,435	14.9	1,785	6.0	840	2.8	253	.9
16 and over	11,896	10,587	89.0	695	5.8	393	3.3	183	1.5	38	.3
AGE BY YEARS OF SCHOOL COMPLETED											
21 to 29 years:											
Less than 12	2,314	1,373	59.4	305	13.2	416	18.0	163	7.1	56	2.4
12 to 15	10,104	8,002	79.2	512	5.1	841	8.3	613	6.1	137	1.4
16 and over	3,630	3,381	93.1	40	1.1	62	1.7	102	2.8	45	1.2
30 to 44 years:											
Less than 12	3,809	2,412	63.3	1,029	27.0	182	4.8	112	2.9	74	1.9
12 to 15	10,278	7,690	74.8	1,826	17.8	466	4.5	200	1.9	97	.9
16 and over	5,019	4,536	90.4	262	5.2	206	4.1	13	.3	-	-
45 to 64 years:											
Less than 12	8,049	4,701	58.4	2,286	28.4	629	7.8	418	5.2	16	.2
12 to 15	9,378	6,755	72.0	2,075	22.1	487	5.2	39	.4	21	.2
16 and over	3,247	2,671	82.2	373	11.5	119	3.7	85	2.6	1	-
OCCUPATION GROUP OF USUAL JOB											
Professional, technical, or managerial	15,040	12,851	85.4	1,361	9.1	423	2.8	298	2.0	108	.7
Sales or clerical	6,621	5,259	79.4	874	13.2	341	5.2	120	1.8	26	.4
Crafts persons	12,825	9,128	71.2	2,303	18.0	1,045	8.2	313	2.4	36	.3
Operatives	10,254	6,917	67.5	2,102	20.5	768	7.5	445	4.3	21	.2
Laborers	5,832	3,653	62.6	1,150	19.7	595	10.2	263	4.5	171	2.9
Service	3,457	2,576	74.5	489	14.1	161	4.7	197	5.7	35	1.0
LIFE-CYCLE STATUS											
21 to 29 years:											
Ever married	9,245	7,455	80.6	699	7.6	673	7.3	364	3.9	54	.6
Never married	6,803	5,300	77.9	113	1.7	655	9.6	542	8.0	194	2.9
30 to 44 years:											
Ever married	17,825	13,883	77.9	2,717	15.2	817	4.6	296	1.7	111	.6
Never married	1,281	756	59.0	382	29.8	66	5.2	25	2.0	52	4.1
45 to 64 years:											
Ever married	19,882	13,790	69.4	4,504	22.7	1,101	5.5	450	2.3	36	.2
Never married	792	337	42.5	247	31.2	128	16.1	79	10.0	2	.3

- Represents zero.

[1]Persons of Spanish origin may be of any race.

Table 5B. Proportion of Potential Work Years Spent Away From Work, by Selected Characteristics: Females

(Numbers in thousands)

Characteristic	Total number	Proportion of potential work years spent away from work for reasons surveyed									
		None		1 to 9 percent		10 to 24 percent		25 to 49 percent		50 percent and over	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Females 21 to 64 years of age who ever worked	57,258	16,105	28.1	5,502	9.6	8,221	14.4	10,779	18.8	16,653	29.1
RACE AND SPANISH ORIGIN[1]											
White	49,812	13,453	27.0	4,217	8.5	6,982	14.0	9,529	19.1	15,633	31.4
Black	6,402	2,362	36.9	1,262	19.7	1,049	16.4	1,029	16.1	700	10.9
Spanish origin	3,014	756	25.1	207	6.9	825	27.4	535	17.7	693	23.0
AGE											
21 to 29 years	16,804	7,885	46.9	665	4.0	2,809	16.7	2,532	15.1	2,913	17.3
30 to 44 years	19,445	4,377	22.5	2,193	11.3	2,710	13.9	3,756	19.3	6,408	33.0
45 to 64 years	21,011	3,843	18.3	2,665	12.7	2,658	12.7	4,492	21.4	7,352	35.0
YEARS OF SCHOOL COMPLETED											
Less than 12	13,740	2,826	20.6	1,520	11.1	2,383	17.3	2,791	20.3	4,221	30.7
12 to 15	34,805	9,301	26.7	3,500	10.1	4,829	13.9	6,543	18.8	10,631	30.6
16 and over	8,713	3,978	45.7	489	5.6	1,043	12.0	1,436	16.5	1,766	20.3
AGE BY YEARS OF SCHOOL COMPLETED											
21 to 29 years:											
Less than 12	1,948	573	29.4	122	6.3	277	14.2	542	27.8	436	22.0
12 to 15	11,650	5,038	43.2	525	4.5	1,977	17.0	1,846	15.9	2,264	19.4
16 and over	3,206	2,274	70.9	25	.8	516	16.1	172	5.4	219	6.8
30 to 44 years:											
Less than 12	4,060	822	20.3	417	10.3	694	17.1	813	20.0	1,313	32.4
12 to 15	12,366	2,503	20.2	1,622	13.1	1,691	13.7	2,338	18.9	4,213	34.1
16 and over	3,018	1,052	34.9	136	4.5	336	11.1	616	20.4	878	29.1
45 to 64 years:											
Less than 12	7,733	1,430	18.5	990	12.8	1,415	18.3	1,425	18.4	2,471	32.0
12 to 15	10,789	1,760	16.3	1,348	12.5	1,165	10.8	2,365	21.9	4,151	38.5
16 and over	2,489	653	26.2	329	13.2	164	6.6	656	26.4	687	27.6
OCCUPATION GROUP OF USUAL JOB											
Professional, technical, or managerial	11,723	4,571	39.0	823	7.0	1,618	13.8	2,027	17.3	2,686	22.9
Sales or clerical	23,782	5,894	24.8	2,302	9.7	3,129	13.2	4,717	19.8	7,741	32.6
Crafts persons	489	171	35.0	48	9.8	52	12.7	88	18.0	120	24.5
Operatives	8,447	2,124	25.2	1,188	14.1	1,421	16.8	1,686	20.0	2,027	24.0
Laborers	950	208	21.9	17	1.8	90	9.5	203	21.4	433	45.5
Service	10,543	2,725	25.9	959	9.1	1,718	16.3	1,829	17.4	3,312	31.4
LIFE-CYCLE STATUS											
21 to 29 years:											
Ever married	11,529	3,985	34.6	545	4.7	2,270	19.7	2,130	18.5	2,599	22.5
With children	7,779	1,471	18.9	326	4.2	1,919	24.7	1,693	21.8	2,370	30.5
No children	3,750	2,514	67.0	220	5.9	351	9.4	437	11.7	228	6.1
Never married	5,275	3,900	13.9	121	2.3	551	10.5	404	7.7	299	5.7
With children	1,218	688	56.5	45	3.7	92	7.6	140	11.5	253	20.8
No children	4,056	3,212	79.2	75	1.8	441	10.9	262	6.5	67	1.7
30 to 44 years:											
Ever married	18,358	3,680	20.1	2,101	11.4	2,525	13.8	3,661	19.9	6,391	34.8
With children	14,255	2,210	15.5	1,527	10.7	2,060	14.5	3,011	21.1	5,448	38.2
No children	4,103	1,470	35.8	594	14.5	466	11.4	648	15.8	925	22.5
Never married	1,087	697	64.1	95	8.7	194	17.9	95	8.7	6	.6
With children	193	102	53.1	32	16.7	9	4.7	47	24.5	2	1.0
No children	894	595	66.6	62	6.9	188	21.0	45	5.0	4	.4
45 to 64 years:											
Ever married	19,945	3,228	16.2	2,495	12.5	2,603	13.1	4,357	21.8	7,263	36.4
Never married	1,065	615	57.8	224	21.0	47	4.4	145	13.6	34	3.2

[1]Persons of Spanish origin may be of any race.

Table 6A. Proportion of Potential Work Years Spent Away From Work, by Selected Characteristics: Employed Males

(Numbers in thousands)

Characteristic	Total number	Proportion of potential work years spent away from work for reasons surveyed									
		None		1 to 9 percent		10 to 24 percent		25 to 49 percent		50 percent and over	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employed males 21 to 64 years of age	47,346	37,654	79.5	6,825	14.4	1,939	4.1	756	1.6	174	0.4
RACE AND SPANISH ORIGIN[1]											
White	42,116	33,981	80.7	5,898	14.0	1,578	3.8	565	1.3	94	.2
Black	4,517	3,074	68.1	825	18.3	342	7.6	194	4.3	81	1.8
Spanish origin	2,480	1,851	74.6	538	21.7	46	1.9	38	1.5	7	.3
AGE											
21 to 29 years	14,069	11,533	82.0	753	5.4	992	7.1	657	4.7	133	1.0
30 to 44 years	17,376	14,008	80.6	2,572	14.8	721	4.2	38	.2	38	.2
45 to 64 years	15,900	12,112	76.2	3,527	22.2	209	1.3	52	.3	-	-
YEARS OF SCHOOL COMPLETED											
Less than 12	10,834	7,453	68.8	2,760	25.5	395	3.7	183	1.7	44	.4
12 to 15	25,656	20,305	79.2	3,563	13.9	1,227	4.8	469	1.8	91	.4
16 and over	10,856	9,895	91.1	550	5.1	282	2.6	94	.9	36	.3
AGE BY YEARS OF SCHOOL COMPLETED											
21 to 29 years:											
Less than 12	1,804	1,242	68.9	248	13.8	179	9.9	120	6.7	15	.8
12 to 15	8,853	7,127	80.5	467	5.3	741	8.4	441	5.0	78	.9
16 and over	3,412	3,164	92.7	40	1.2	62	1.8	101	3.0	45	1.3
30 to 44 years:											
Less than 12	3,295	2,289	69.5	846	25.7	127	3.9	3	.1	30	.9
12 to 15	9,266	7,373	79.6	1,496	16.2	364	3.9	21	.2	11	.1
16 and over	4,816	4,345	90.2	256	5.3	202	4.2	12	.3	-	-
45 to 64 years:											
Less than 12	5,736	3,922	68.4	1,675	29.2	84	1.5	55	1.0	-	-
12 to 15	7,537	5,805	77.0	1,624	21.5	109	1.5	-	-	-	-
16 and over	2,628	2,386	90.8	227	8.6	14	.5	-	-	-	-
OCCUPATION GROUP OF USUAL JOB											
Professional, technical, or managerial	12,823	11,485	89.6	1,032	8.1	169	1.3	135	1.1	2	-
Sales or clerical	6,018	4,946	82.2	733	12.2	298	5.0	14	.2	26	.4
Crafts persons	10,978	8,376	76.3	1,800	16.4	593	5.4	209	1.9	-	-
Operatives	8,583	6,259	72.9	1,687	19.7	514	6.0	120	1.4	3	-
Laborers	4,506	3,218	71.4	888	19.7	239	5.3	54	1.2	107	2.4
Service	3,050	2,373	77.8	418	13.7	68	2.2	171	5.6	20	.7
LIFE-CYCLE STATUS											
21 to 29 years:											
Ever married	8,671	7,133	82.3	688	7.9	509	5.9	319	3.7	21	.2
Never married	5,399	4,400	81.5	55	1.0	487	9.0	342	6.3	114	2.1
30 to 44 years:											
Ever married	16,332	13,311	81.5	2,300	14.1	673	4.1	37	.2	12	.1
Never married	1,044	697	66.8	271	26.0	52	5.0	2	.2	22	2.1
45 to 64 years:											
Ever married	5,343	11,848	77.2	3,306	41.0	135	.9	53	.4	-	-
Never married	558	264	47.3	229	41.0	65	11.7	-	-	-	-

- Represents zero.

[1]Persons of Spanish origin may be of any race.

Table 6B. Proportion of Potential Work Years Spent Away From Work, by Selected Characteristics: Employed Females

(Numbers in thousands)

Characteristic	Total number	Proportion of potential work years spent away from work for reasons surveyed									
		None		1 to 9 percent		10 to 24 percent		25 to 49 percent		50 percent and over	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employed females 21 to 64 years of age	34,596	12,911	37.3	4,166	12.0	5,247	15.2	5,789	16.7	6,483	18.7
RACE AND SPANISH ORIGIN[1]											
White	29,459	10,613	36.0	3,152	10.7	4,418	15.0	5,273	17.9	6,003	20.4
Black	4,551	2,043	44.9	977	21.5	758	16.7	433	9.5	339	7.5
Spanish origin	1,739	619	35.6	138	7.9	651	37.4	173	9.9	159	9.1
AGE											
21 to 29 years	11,456	6,937	60.6	474	4.1	1,987	17.4	1,035	9.0	1,022	8.9
30 to 44 years	12,741	3,720	29.2	1,769	13.9	1,883	14.8	2,288	18.0	3,081	24.2
45 to 64 years	10,400	2,254	21.7	1,936	18.6	1,353	13.0	2,472	23.8	2,383	22.9
YEARS OF SCHOOL COMPLETED											
Less than 12	6,697	2,056	30.7	1,110	16.6	1,223	18.3	1,248	18.6	1,061	15.8
12 to 15	21,847	7,557	34.6	2,658	12.2	3,302	15.1	3,788	17.3	4,542	20.8
16 and over	6,052	3,297	54.5	432	7.1	741	12.3	755	12.5	826	13.7
AGE BY YEARS OF SCHOOL COMPLETED											
21 to 29 years:											
Less than 12	971	474	48.8	67	6.9	145	14.9	203	20.9	82	8.4
12 to 15	7,737	4,404	56.9	387	5.0	1,357	17.5	789	10.2	802	10.4
16 and over	2,748	2,059	75.0	25	.9	463	16.9	67	2.4	133	4.8
30 to 44 years:											
Less than 12	2,311	677	29.3	278	12.0	549	23.8	374	16.2	433	18.7
12 to 15	8,426	2,133	25.3	1,348	16.0	1,201	14.3	1,565	18.6	2,180	25.9
16 and over	2,004	910	45.4	122	6.1	151	7.5	356	17.8	464	23.2
45 to 64 years:											
Less than 12	3,416	906	26.5	766	22.4	527	15.4	677	19.8	541	15.8
12 to 15	5,683	1,020	18.0	921	16.2	745	13.1	1,438	25.3	1,558	27.4
16 and over	1,300	328	25.3	273	21.0	102	7.9	341	26.3	255	19.6
OCCUPATION GROUP OF USUAL JOB											
Professional, technical, or managerial	7,674	3,786	49.3	586	7.6	1,032	13.5	1,135	14.8	1,134	14.8
Sales or clerical	14,509	4,706	32.4	1,789	12.3	2,141	14.8	2,735	18.9	3,137	21.6
Crafts persons	272	109	39.9	55	20.2	23	8.4	69	25.3	17	6.2
Operatives	4,760	1,602	33.7	926	19.5	792	16.6	808	17.0	632	13.3
Laborers	426	137	32.1	-	-	74	17.3	79	18.5	137	32.1
Service	6,142	2,218	36.1	752	12.2	1,078	17.6	828	13.5	1,266	20.6
LIFE-CYCLE STATUS											
21 to 29 years:											
Ever married	7,220	3,559	49.3	395	5.5	1,537	21.3	859	11.9	870	12.1
With children	4,184	1,261	30.1	193	4.6	1,307	31.2	647	15.5	776	18.5
No children	3,035	2,297	75.7	202	6.7	231	7.6	211	7.0	94	3.1
Never married	4,235	3,378	79.8	78	1.8	449	10.6	178	4.2	152	3.6
With children	877	621	70.8	29	3.3	66	7.5	75	8.6	86	9.8
No children	3,356	2,757	82.2	48	1.4	386	11.5	101	3.0	64	1.9
30 to 44 years:											
Ever married	11,863	3,052	25.7	1,676	14.1	1,813	15.3	2,256	19.0	3,066	25.9
With children	8,770	1,848	21.1	1,160	13.2	1,420	16.2	1,795	20.5	2,547	29.0
No children	3,095	1,204	38.9	530	17.1	394	12.7	459	14.8	508	16.4
Never married	878	668	76.1	106	12.1	77	8.8	27	3.1	-	-
With children	138	93	67.4	35	25.4	8	5.8	2	1.4	-	-
No children	739	575	77.8	69	9.3	70	9.5	25	3.4	-	-
45 to 64 years:											
Ever married	9,599	1,678	17.5	1,790	18.7	1,344	14.0	2,441	25.4	2,346	24.4
Never married	801	576	72.0	177	22.1	-	-	19	2.4	28	3.5

- Represents zero.

[1]Persons of Spanish origin may be of any race.

Table 7A. Mean Percent of Potential Work Years Spent Away From Work, by Reason and Selected Characteristics: Persons Who Ever Worked

Characteristic	Males			Females		
		Mean percent of potential work years spent away from work for reasons surveyed			Mean percent of potential work years spent away from work for reasons surveyed	
	Number (thousands)	Value	Standard error	Number (thousands)	Value	Standard error
Persons 21 to 64 years of age who ever worked	55,828	3.3	0.1	57,258	30.9	0.2
RACE AND SPANISH ORIGIN[1]						
White	49,381	2.9	.1	49,812	32.7	.2
Black	5,627	6.9	.3	6,402	17.6	.4
Spanish origin	3,220	3.3	.3	3,014	27.6	.6
AGE						
21 to 29 years	16,048	4.5	.2	16,804	20.7	.3
30 to 44 years	19,106	2.6	.1	19,445	34.3	.3
45 to 64 years	20,674	3.0	.1	21,011	35.8	.3
YEARS OF SCHOOL COMPLETED						
Less than 12	14,171	4.7	.2	13,740	33.5	.3
12 to 15	29,761	3.2	.1	34,805	31.5	.2
16 and over	11,896	1.7	.2	8,713	24.2	.4
AGE BY YEARS OF SCHOOL COMPLETED						
21 to 29 years:						
Less than 12	2,314	6.8	.5	1,948	30.9	.8
12 to 15	10,104	4.7	.2	11,650	22.3	.3
16 and over	3,630	2.4	.4	3,206	8.9	.5
30 to 44 years:						
Less than 12	3,809	4.1	.4	4,060	34.2	.6
12 to 15	10,278	2.8	.2	12,366	34.8	.3
16 and over	5,019	.9	.2	3,018	32.2	.7
45 to 64 years:						
Less than 12	8,049	4.3	.2	7,733	33.7	.4
12 to 15	9,378	2.1	.2	10,789	37.7	.4
16 and over	3,247	2.1	.3	2,489	34.3	.8
OCCUPATION GROUP OF USUAL JOB						
Professional, technical, or managerial	15,040	2.3	.2	11,723	24.4	.3
Sales or clerical	6,621	2.3	.2	23,782	33.8	.2
Crafts persons	12,825	2.9	.2	489	26.8	1.7
Operatives	10,254	3.9	.2	8,447	29.4	.4
Laborers	5,832	5.6	.3	950	39.7	1.2
Service	3,457	4.1	.4	10,543	32.1	.4
LIFE-CYCLE STATUS						
21 to 29 years:						
Ever married	9,245	2.9	.2	11,528	26.1	.3
With children	(NA)	(NA)	(NA)	7,779	33.9	.4
No children	(NA)	(NA)	(NA)	3,750	9.8	.5
Never married	6,803	6.6	.3	5,275	9.1	.4
With children	(NA)	(NA)	(NA)	1,218	19.4	1.0
No children	(NA)	(NA)	(NA)	4,056	6.0	.4
30 to 44 years:						
Ever married	17,825	2.4	.1	18,358	35.8	.3
With children	(NA)	(NA)	(NA)	14,255	38.9	.3
No children	(NA)	(NA)	(NA)	4,103	25.3	.6
Never married	1,281	5.9	.7	1,087	7.4	.7
With children	(NA)	(NA)	(NA)	193	12.2	2.0
No children	(NA)	(NA)	(NA)	894	6.4	.8
45 to 64 years:						
Ever married	19,882	2.8	.1	19,945	37.0	.3
Never married	792	7.3	.7	1,065	13.6	1.0

NA Not available.

[1]Persons of Spanish origin may be of any race.

Table 7B. Mean Percent of Potential Work Years Spent Away From Work, by Reason and Selected Characteristics: Employed Persons

Characteristic	Males			Females		
		Mean percent of potential work years spent away from work for reasons surveyed			Mean percent of potential work years spent away from work for reasons surveyed	
	Number (thousands)	Value	Standard error	Number (thousands)	Value	Standard error
Employed persons 21 to 64 years of age.	47,346	2.1	0.1	34,596	22.6	0.2
RACE AND SPANISH ORIGIN[1]						
White	42,116	1.8	.1	29,459	24.2	.2
Black	4,517	4.9	.4	4,551	12.9	.4
Spanish origin	2,480	2.0	.3	1,739	18.2	.7
AGE						
21 to 29 years	14,069	3.5	.2	11,456	12.8	.3
30 to 44 years	17,376	1.6	.1	12,741	27.5	.3
45 to 64 years	15,900	1.4	.1	10,400	27.4	.3
YEARS OF SCHOOL COMPLETED						
Less than 12	10,834	2.6	.2	6,697	25.3	.4
12 to 15	25,656	2.2	.1	21,847	23.7	.2
16 and over	10,856	1.3	.2	6,052	17.8	.5
AGE BY YEARS OF SCHOOL COMPLETED						
21 to 29 years:						
Less than 12	1,804	4.5	.5	971	19.1	1.1
12 to 15	8,853	3.7	.2	7,737	14.2	.4
16 and over	3,412	2.6	.4	2,748	6.7	.5
30 to 44 years:						
Less than 12	3,295	2.5	.3	2,311	24.6	.7
12 to 15	9,266	1.6	.2	8,426	28.2	.4
16 and over	4,816	.9	.2	2,004	27.8	.9
45 to 64 years:						
Less than 12	5,736	2.0	.2	3,416	23.6	.6
12 to 15	7,537	1.2	.1	5,683	30.1	.5
16 and over	2,628	.5	.2	1,300	25.6	1.0
OCCUPATION GROUP OF USUAL JOB						
Professional, technical, or managerial	12,823	1.1	.1	7,673	17.9	.4
Sales or clerical	6,018	1.6	.2	14,509	25.6	.3
Crafts persons	10,978	2.2	.1	272	15.2	.2
Operatives	8,583	2.6	.2	4,760	19.2	.5
Laborers	4,506	3.4	.3	426	34.9	.2
Service	3,050	3.0	.4	6,142	23.4	.4
LIFE-CYCLE STATUS						
21 to 29 years:						
Ever married	8,671	2.5	.2	7,221	16.8	.4
With children	(NA)	(NA)	(NA)	4,184	24.5	.5
No children	(NA)	(NA)	(NA)	3,037	6.1	.5
Never married	5,399	5.2	.4	4,235	6.1	.4
With children	(NA)	(NA)	(NA)	878	10.0	1.0
No children	(NA)	(NA)	(NA)	3,357	5.0	.4
30 to 44 years:						
Ever married	16,332	1.5	.1	11,862	29.2	.3
With children	(NA)	(NA)	(NA)	8,769	32.4	.4
No children	(NA)	(NA)	(NA)	3,093	20.0	.6
Never married	1,044	3.5	.7	878	5.0	.8
With children	(NA)	(NA)	(NA)	138	5.2	1.9
No children	(NA)	(NA)	(NA)	740	4.9	.9
45 to 64 years:						
Ever married	15,343	1.3	.1	9,599	29.2	.4
Never married	558	2.9	.6	801	6.1	.9

NA Not available.

[1]Persons of Spanish origin may be of any race.

Table 7C. Mean Percent of Potential Work Years Spent Away From Work by Reason and Selected Characteristics: Full-Time Workers

Characteristic	Males			Females		
		Mean percent of potential work years spent away from work for reasons surveyed			Mean percent of potential work years spent away from work for reasons surveyed	
	Number (thousands)	Value	Standard error	Number (thousands)	Value	Standard error
Persons 21 to 64 years of age working full-time	40,482	1.9	0.1	24,379	18.0	0.2
RACE AND SPANISH ORIGIN[1]						
White	35,952	1.7	.1	20,306	19.6	.2
Black	3,984	3.8	.3	3,557	9.2	.4
Spanish origin	2,106	2.9	.3	1,368	18.1	.8
AGE						
21 to 29 years	12,270	2.9	.2	9,077	10.6	.3
30 to 44 years	14,811	1.5	.1	8,470	21.5	.4
45 to 64 years	13,401	1.4	.1	6,832	23.6	.4
YEARS OF SCHOOL COMPLETED						
Less than 12	9,290	2.2	.2	4,480	21.4	.5
12 to 15	22,125	1.9	.1	15,397	18.5	.3
16 and over	9,067	1.5	.2	4,502	13.0	.5
AGE BY YEARS OF SCHOOL COMPLETED						
21 to 29 years:						
Less than 12	1,523	3.2	.4	754	14.1	1.1
12 to 15	7,751	2.9	.2	6,076	12.0	.4
16 and over	2,996	2.8	.4	2,247	5.5	.5
30 to 44 years:						
Less than 12	2,876	2.2	.3	1,561	23.4	.9
12 to 15	7,998	1.5	.1	5,540	21.1	.5
16 and over	3,938	1.1	.2	1,369	21.0	1.0
45 to 64 years:						
Less than 12	4,892	2.0	.2	2,165	22.4	.7
12 to 15	6,377	1.3	.1	3,781	25.2	.5
16 and over	2,133	.6	.2	886	19.7	1.1
OCCUPATION GROUP OF USUAL JOB						
Professional, technical, or managerial	10,647	1.2	.2	5,485	13.8	.4
Sales or clerical	4,983	1.5	.2	10,493	20.4	.3
Crafts persons	9,363	2.0	.2	246	13.5	1.8
Operatives	7,822	2.1	.2	3,836	17.8	.5
Laborers	4,017	3.0	.3	318	29.1	2.0
Service	2,599	2.6	.4	3,529	17.7	.5
LIFE-CYCLE STATUS						
21 to 29 years:						
Ever married	7,730	2.3	.2	5,378	14.1	.4
With children	(NA)	(NA)	(NA)	2,953	21.9	.6
No children	(NA)	(NA)	(NA)	2,425	4.5	.5
Never married	4,540	3.9	.4	3,699	5.5	.4
With children	(NA)	(NA)	(NA)	717	11.2	1.1
No children	(NA)	(NA)	(NA)	2,982	4.1	.4
30 to 44 years:						
Ever married	14,010	1.5	.1	7,726	23.3	.4
With children	(NA)	(NA)	(NA)	5,407	25.8	.5
No children	(NA)	(NA)	(NA)	2,318	17.5	.7
Never married	801	2.6	.5	744	2.6	.7
With children	(NA)	(NA)	(NA)	109	3.7	1.6
No children	(NA)	(NA)	(NA)	635	2.4	.8
45 to 64 years:						
Ever married	12,907	1.4	.1	6,191	25.5	.4
Never married	495	2.8	.6	642	5.3	1.0

NA Not available.

[1]Persons of Spanish origin may be of any race.

APPENDIX A

Definitions and Explanations

Population coverage. This report includes the civilian noninstitutional population of the United States and members of the Armed Forces in the United States living off post or with their families on post. Other members of the Armed Forces are excluded.

Age. The age classification is based on the age of the person at his/her last birthday.

Race. Data are presented for two groups identified on the basis of race: White and Black.

Persons of Spanish origin. Persons of Spanish origin were identified by a question that asked for self-identification of the person's origin or descent. Respondents were asked to select their origin (and the origin of other household members) from a flashcard listing ethnic origins. Persons of Spanish origin were those who indicated that their origin was Mexican, Puerto Rican, Cuban, Central or South American, or some other Spanish origin. It should be noted that persons of Spanish origin may be of any race.

Years of school completed. Data on years of school completed were derived from the combination of answers to questions concerning the highest grade of school attended by the person and whether that grade was completed. The questions on educational attainment apply only to progress in "regular" schools. Such schools include graded public, private, and parochial elementary and high schools (both junior and senior), colleges, universities, and professional schools (whether day schools or night schools). Thus, regular schooling is that which may advance a person toward an elementary school certificate, a high school diploma, or a college, university, or professional school degree. Schooling in other than regular schools was counted only if the credits obtained were regarded as transferable to a school in the regular school system.

Number of selected academic courses completed in high school. The courses that were asked about included (1) algebra, (2) geometry, (3) trigonometry or analytical geometry, (4) chemistry or physics, and (5) 2 or more years of a foreign language.

Employment status. Persons were considered to be employed if they had worked at a job or business at any time during the survey reference period (the 3 months preceding the month of interview).

Occupation group of usual job. Persons were classified according to the kind of work he/she had "done most often" during his/her adult life. The occupation groupings used in this report are based on the classification system used in the 1970 census.

Work interruptions. Classifications of persons by frequency, reason for, and duration of work interruptions was based on responses to the set of questions reproduced in appendix C.

Potential work years. Potential work years were defined to equal current age minus years of school completed minus 6 years.

Years spent away from work. Years spent away from work were defined to equal potential work years minus years spent away from work.

Rate of earnings. Hourly earnings were calculated by dividing total earnings for the 3 month reference period by the total number of hours worked during the period. The latter figure was calculated by multiplying the number of weeks worked by the usual hours worked per week.

APPENDIX B

Source and Reliability of the Estimates

SOURCE OF DATA

The estimates in this report are based on data obtained from Interview Period No. 3 of the 1979 Income Survey Development Program (ISDP). The universe for this survey was the civilian noninstitutionalized population and persons in the Armed Forces living off post or with their families on post. The estimation procedure used in this survey involved the inflation of weighted sample results to independent estimates of the civilian noninsitutionalized population of the United States by age, race, and sex. These independent estimates were based on statistics from the 1970 decennial census which were updated to 1979 using statistics on the strength of the Armed Forces. Because data from the ISDP in this report were collected over a 3-month period (August, September, and October 1979), weighting of each third of the sample was carried out independently, each third being inflated to one-third of the population control totals for each month of interview, respectively. The ISDP sample was selected from several sources. The main source of the sample was the Survey of Income and Education (SIE) conducted in 1976. The SIE was chosen as a sample source because the income data collected in this survey could be used to permit oversampling of low and high income households. In addition to the SIE portion, the general population sample also included some housing units reserved for current survey programs, such as the CPS, and a portion selected to represent new construction. Approximately 9,300 housing units were selected for the nationally representative, general population sample. The sample also included approximately 1,000 cases selected from administrative lists of disabled Supplemental Security Income (SSI) recipients and 1,000 cases selected from persons who had applied for the Basic Education Opportunity Grant (BEOG) program. Neither of the nationally representative SSI or BEOG samples were used to derive estimates shown in this report. The ISDP sample housing units were spread over 130 areas in 45 States and the District of Columbia.

About 900 occupied units were visited where interviews were not obtained because the occupants refused to voluntarily participate or were unavailable for some other reason. In addition, about 3 percent of the sample units visited were found to be vacant or otherwise not eligible for interview.

RELIABILITY OF THE ESTIMATES

Since the estimates in this report are based on a sample, they may differ somewhat from the figures that would have been obtained if a complete census had been taken using the same questionnaires, instructions, and enumerators. There are two types of errors possible in an estimate based on a sample survey: sampling and nonsampling. The standard errors provided for this report primarily indicate the magnitude of the sampling error. They also partially measure the effect of some nonsampling errors in response and enumeration, but do not measure any systematic biases in the data. The full extent of the nonsampling error is unknown. The proportional amount of sampling and nonsampling error present in survey estimates is also unknown. Consequently, particular care should be exercised in the interpretation of figures based on a relatively small number of cases or on small differences between estimates.

Nonsampling variability. Nonsampling errors in surveys can be attributed to many sources, e.g., inability to obtain information about all cases in the sample, definitional difficulties, differences in the interpretation of questions, inability or unwillingness of respondents to provide correct information, inability to recall information, errors made in collection such as in recording or coding the data, errors made in processing the data, errors made in imputing values for missed data, and failure to represent all sample households and persons within sample households (undercoverage).

At present, not much is known about undercoverage in the ISDP. Since the ISDP sample frame is similar to that of CPS, the undercoverage is assumed to be similar. Undercoverage in the CPS results from missed housing units and missed persons within sample households. Overall undercoverage, as compared to the level of the 1970 decennial census, is about 5 percent. It is known that CPS undercoverage varies with age, sex, and race. Generally, undercoverage is larger for males than for females and larger for Blacks and other races than for Whites. Ratio estimation to independent age-sex-race population controls, as described previously, partially corrects for the bias due to survey undercoverage. However, biases exist in the estimates to the extent that missed persons in missed households or missed persons in interviewed households have different characteristics than interviewed persons in the same age-sex-race group. Further, the independent population controls used have not been adjusted for undercoverage in the 1970 census, which was estimated at 2.5 percent of the population, with similar undercoverage differentials by age, sex, and race as in CPS.

Although the sample frames are similar, there are believed to be differences in coverage between ISDP and CPS. Survey estimates showed that the estimated number of families and husband-wife households was higher for the ISDP than the CPS. However, the CPS had higher estimates of the number of female-headed families and recipients of Aid to Families with Dependent Children (AFDC).

Sampling variability. The standard errors of the survey estimates are primarily measures of sampling variability, that is, of the variation that occurred by chance because a sample rather than the entire population was surveyed. The sample estimate and its standard error enable one to construct confidence intervals, ranges that would include the average result of all possible samples with a known probability. For example, if all possible samples were selected, each of these being surveyed under essentially the same general conditions and using the same sample design, and if an estimate and its standard error were calculated from each sample, then—

1. Approximately 68 percent of the intervals from one standard error below the estimate to one standard error above the estimate would include the average result of all possible samples.

2. Approximately 90 percent of the intervals from 1.6 standard errors below the estimate to 1.6 standard errors above the estimate would include the average result of all possible samples.

3. Approximately 95 percent of the intervals from two standard errors below the estimate to two standard errors above the estimate would include the average result of all possible samples.

The average estimate derived from all possible samples is or is not contained in any particular computed interval. However, for a particular sample, one can say with a specified confidence that the average estimate derived from all possible samples is included in the confidence interval.

Standard errors may also be used to perform hypothesis testing, a procedure for distinguishing between population parameters using sample estimates. The most common types of hypotheses appearing in this report are (1) the population parameters are identical or (2) they are different. An example of this would be comparing the proportion of men with work interruptions for familial reasons versus the proportion of women with work interruptions for familial reasons. Tests may be performed at various levels of significance, where a level of significance is the probability of concluding that the parameters are different when, in fact, they are identical.

All statements of comparison in the text have passed a hypothesis test at the 0.10 level of significance or better, and most have passed a hypothesis test at the 0.05 level of significance or better. This means that, for most differences cited in the text, the estimated difference between parameters is greater than twice the standard error of the difference. For the other differences mentioned, the estimated difference between parameters is between 1.6 and 2.0 times the standard error of the difference. When this is the case, the statement of comparison will be qualified in some way; e.g., by use of the phrase "some evidence."

Standard error parameters and their use. To derive standard errors that would be applicable to a wide variety of items and could be prepared at a moderate cost, a number of approximations were required. As a result, two parameters (denoted "a" and "b") were developed for use in calculating standard errors of estimated numbers and proportions. These parameters have values of $-.00020905$ and 46,012, respectively. They may be used to directly calculate the standard errors for estimated numbers and percentages. Since a number of approximations were made, standard errors computed from these parameters provide an indication of the order of magnitude of the standard error rather than the precise standard error for any specific item. Methods for using these parameters for direct computations are given in the following sections.

Standard errors of estimated numbers. The approximate standard error of an estimated number can be obtained by using formula 1.

$$\sigma_x = \sqrt{ax^2 + bx} \qquad (1)$$

Here x is the size of the estimate and a and b are the parameters mentioned above.

Standard errors of estimated percentages. The reliability of an estimated percentage, computed using sample data for both numerator and denominator, depends upon both the size of the percentage and the size of the total upon which this percentage is based. Estimated percentages are relatively more reliable than the corresponding estimates of the numerators of the percentages, particularly if the percentages are 50 percent or more. The approximate standard error, $\sigma_{(x,p)}$, of the estimated percentage can be obtained by the formula

$$\sigma_{(x,p)} = \sqrt{\frac{b}{x} \cdot p\,(100-p)} \qquad (2)$$

Here x is the size of the subclass which is the base of the percentage, p is the percentage ($0 < p < 100$), and b is again the parameter mentioned above.

Illustration of the use of standard error parameters. Table A shows that in 1979 there were 9,245,000 ever-married males between 21 and 29 years of age who had ever worked. Using the values of $a = -.00020905$ and $b = 46{,}012$ in formula 1, the approximate standard error for the estimated number is

$$\sqrt{(-.00020905)(9{,}245{,}000)^2 + (46{,}012)(9{,}245{,}000)}$$

$$\doteq 638{,}000$$

The 68-percent confidence interval as shown by the data is from 8,607,000 to 9,883,000. Therefore, a conclusion that the average estimate derived from all possible samples lies within a range computed in this way would be correct for roughly 68 percent of all possible samples. Similarly, we could conclude that the average estimate derived from all possible samples lies within the interval 7,969,000 to 10,521,000 (using twice the standard error) with 95-percent confidence.

Standard error of a difference. For a difference between two sample estimates, the standard error is approximately equal to the square root of the sum of the squared standard errors of the estimates; the estimates can be of numbers, percents, ratios, etc. As such, the formula for the standard error of a difference is

$$\sigma_{(x-y)} = \sigma_x^2 + \sigma_y^2 \qquad (3)$$

where σ_x and σ_y are the standard errors of the estimates x and y. This will represent the actual standard error correctly for the difference between two estimates of the same characteristic in two different areas, or for the difference between separate and uncorrelated characteristics in the same area. If, however, there is a high positive (negative) correlation between the

estimates of the two characteristics, the formula will overestimate (underestimate) the true standard error.

Illustration of the computation of the standard error of a difference. Table A shows that the percentage of ever-married males aged 30 to 44 who had work interruptions due to inability to find work is 14.8, and the percentage for never-married males aged 30 to 44 is 34.4. Using formula 2, the standard errors of these percentages are

$$\sigma_{(17,825,000,14.8)} = \sqrt{\frac{46,012}{17,825,000} \cdot 14.8(85.2)} = 1.80$$

$$\sigma_{(1,281,000,34.4)} = \sqrt{\frac{46,012}{1,281,000} \cdot 34.4(65.6)} = 9.00$$

Therefore, the standard error of the estimated difference of 19.6 is

$$\sigma_{(x-y)} = \sqrt{(1.80)^2 + (9.00)^2} = 9.18$$

This means that the 68-percent confidence interval as shown by these data is from 10.42 to 28.78. Therefore, a conclusion that the average estimate derived from all possible samples lies within a range computed in this way would be correct for roughly 68 percent of all possible samples. The corresponding 95-percent confidence interval is from 1.24 to 37.96. Since the interval does not contain zero, we can conclude with 95-percent confidence that the percentage of never-married males with work interruptions due to inability to find work was higher than that for ever-married males.

STANDARD ERRORS OF ESTIMATED MEANS AND REGRESSION COEFFICIENTS

Estimated standard errors for the means and regression coefficients are provided in the tables and do not need to be calculated by the user. The means and regression coefficients were calculated using SPSS, with the standard formulas used in this statistical package. A constant factor of 2 3 was applied to ordinary variance formulas which used sample weights, but did not fully take into account the sample design. This constant factor was obtained indirectly from direct estimates which were available for variances of proportions and numbers. The factor was selected to give a conservative approximation, which means the variance may be overestimated. This implies that if a difference is significant using this approximation, it would also be significant using the exact variance. However, some significant differences may be missed.

APPENDIX C

Facsimile of 1979 ISDP Questions on Work Interruptions

19b. Thinking about the jobs that . . . has worked at during . . .'s adult life, has . . . always worked full time, most often worked full time, most often worked part time or always worked part time?

(3131) 1 ☐ Always full time – *SKIP to 20a*
2 ☐ Most often full time
3 ☐ Most often part time
4 ☐ Always part time

20a. We would like to know about . . .'s experiences with unemployment. Have there been any times in . . .'s adult life when . . . was out of work for 6 months or longer because . . . could not find a job?

(3134) 1 ☐ Yes
2 ☐ No – *SKIP to 21a*

b. How often has this happened – just once, a few times, or many times?

(3135) 1 ☐ Just once
2 ☐ A few times
3 ☐ Many times

c. In what years was . . . out of work for 6 months or longer because . . . could not find a job?

(If more than 4 stretches, ask about most recent 4)

(3136) * (1) 19 ☐☐ to 19 ☐☐
(3137) * (2) 19 ☐☐ to 19 ☐☐
(3138) * (3) 19 ☐☐ to 19 ☐☐
(3139) * (4) 19 ☐☐ to 19 ☐☐
(3140) 7 ☐ DK

21a. Have there been times in . . .'s adult life when, instead of holding a job, . . . stayed home to take care of a family or home?
(Include only periods lasting 6 months or longer)

(3141) 1 ☐ Yes
2 ☐ No – *SKIP to 21c*

b. In what years did . . . stay home to take care of a family or home?

Was there any other time when . . . stayed home 6 months or longer to take care of a family or home?

(3142) * (1) 19 ☐☐ to 19 ☐☐
(3143) * (2) 19 ☐☐ to 19 ☐☐
(3144) * (3) 19 ☐☐ to 19 ☐☐
(3145) * (4) 19 ☐☐ to 19 ☐☐
(3146) 7 ☐ DK

c. Have there been times in . . .'s adult life when . . . did not work for 6 months or longer because . . . was sick or disabled?

(3147) 1 ☐ Yes
2 ☐ No – *SKIP to 22a*

d. In what years did . . . not work for 6 months or longer because . . . was sick or disabled?

Was there any other time when . . . did not work for 6 months or longer because . . . was sick or disabled?

(3148) * (1) 19 ☐☐ to 19 ☐☐
(3149) * (2) 19 ☐☐ to 19 ☐☐
(3150) * (3) 19 ☐☐ to 19 ☐☐
(3151) * (4) 19 ☐☐ to 19 ☐☐
(3152) 7 ☐ DK

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